DOCUMENT RESUME

ED 331 504 IR 053 534

AUTHOR Turner, Bonnie L.; Watson, Ellen I.
TITLE Promotion and Tenure for Library Faculty.
INSTITUTION Bradley Univ., Peoria, IL. Cullom-Davis Library.
PUB DATE 89
NOTE 7p.
PUB TYPE Guides - General (050) -- Viewpoints (Opinion/Position Papers, Essays, etc.) (120)

EDRS PRICE MF01/PC01 Plus Postage.
DESCRIPTORS *Academic Libraries; *Academic Rank (Professional); *Evaluation Criteria; *Faculty Evaluation; Faculty Promotion; Higher Education; *Librarians; *Professional Recognition; Tenure
IDENTIFIERS Faculty Status

ABSTRACT

Noting that librarians are integral to the library's performance of its educational function, this report argues that faculty status should be extended to academic librarians. This argument is supported by an excerpt from the "Joint Statement on Faculty Status of College and University Librarians," which was developed by the Association of College and Research Libraries (ACRL), the Association of American Colleges (AAC), and the American Association of University Professors (AAUP). Also presented in this report are three major criteria that should be utilized when considering tenure and/or promotion for librarians. These criteria include the librarian's: (1) teaching and library effectiveness; (2) professional competence and growth; and (3) professional service. Additional factors to be taken into account when considering the qualifications of a candidate for tenure and a candidate for promotion are also provided. (MAB)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

ED331504

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

☐ This document has been reproduced as received from the person or organization originating it.

☒ Minor changes have been made to improve reproduction quality.

• Points of view or opinions stated in this document do not necessarily represent official OERI position or policy.

PROMOTION AND TENURE FOR LIBRARY FACULTY

Bonnie L. Turner and Ellen I. Watson

Cullom-Davis Library
Bradley University
Peoria, IL 61625

1989

BEST COPY AVAILABLE

"PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY

Bonnie L. Turner

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

IR053534

PROMOTION AND TENURE FOR LIBRARY FACULTY

As the primary means through which students and faculty gain access to the storehouse of recorded information, the Library performs a unique and indispensable function in the educational process. Central to the performance of this function are the librarians who determine not only the nature of the information resources available to the academic community but also the manner in which those resources are accessed. Their contribution is primarily intellectual in nature, the product of considerable formal education including professional training at the graduate level, and essential to the quality of teaching and research.

In the "Joint Statement on Faculty Status of College and University Librarians," developed by the Association of College and Research Libraries (ACRL), the Association of American Colleges (AAC), and the American Association of University Professors (AAUP), the following support for the faculty status of academic librarians is presented:

> "...This function will grow in importance as students assume greater responsibility for their own intellectual and social development. Indeed all members of the academic community are likely to become increasingly dependent on skilled professional guidance in the acquisition and use of library resources as the forms and numbers of these resources multiply, scholarly materials appear in more languages, bibliographical systems become more complicated, and library technology grows increasingly sophisticated. The librarian who provides such guidance plays a major role in the learning process...
>
> Librarians perform a teaching and research role inasmuch as they instruct students formally and informally and advise and assist faculty in their scholarly pursuits. Librarians are also themselves involved in the research function; many conduct research in their own professional interests and in the discharge of their duties.
>
> Where the role of the college and university librarians, as described in the preceding paragraph, requires them to function essentially as part of the faculty, this functional identity should be recognized by granting of faculty status. Neither administrative responsibilities nor professional degrees, titles, or skills, per se, qualify members of the academic community for faculty status. The function of the librarian as participant in the processes of teaching and research is the essential criterion of faculty status. College and university librarians share the professional concerns of faculty members. Academic freedom, for example, is indispensable to librarians, because they are trustees of knowledge, with the responsibility of insuring the availability of information and ideas, no matter how controversial, so that teachers may freely teach and students may freely learn. Moreover, as members of the academic community, librarians should have latitude in the exercise of their professional judgment within the library, a share in shaping policy within the institution, and adequate opportunities for professional development and appropriate reward..."

Librarians must, therefore, be recognized as equal partners in the academic enterprise, and they must be extended the

rights and privileges which are not only commensurate with their contributions, but are necessary if they are to carry out their responsibilities.

CRITERIA FOR PROMOTION AND TENURE

1. **Teaching and Library Effectiveness.** A member of the Library Faculty must be, first and foremost, an effective librarian in the position he/she fills on the library staff. Library functions which relate to academic instruction and which promote library effectiveness include:

    a. Reference and research assistance to the University Faculty and students.

    b. Coordination of collection development.

    c. The provision of bibliographic organization and control over the Library's collections.

    d. Instruction in the use of the Library and its resources.

    e. Development of liaison services and relationships.

    f. Provision of leadership and management in planning and implementing library budgets, operations and services.

2. **Professional Competence and Growth** While the Library Faculty member's principal responsibility is effective librarianship, as noted above, he/she is also expected to be involved in formal activities of research or creative achievement. These activities might include:

    a. Professional growth through additional formal or continuing education.

    b. The development of innovative approaches to problem-solving in specific areas of librarianship which will further enhance professional techniques and services.

    c. The compilation of significant bibliographies, indexes, special catalogs, guide books, inventories, calendars, etc., whether for internal or external use.

d. The design and production of instructional media on the use of the Library and its resources.

e. The publication of scholarly books and/or articles in professional and scholarly journals.

f. The preparation of substantial internal and external reports involving research or the application of the librarian's professional abilities.

g. The presentation of papers or lectures at conferences.

3. **Professional Service.** A member of the Library Faculty is expected to assume service obligations. Evidence of such service might include:

a. Active participation on Library Faculty committees, University committees, sponsorship of student activities, etc.

b. Presentations to classes, groups, organizations, etc., or participation in a specialized professional capacity in programs sponsored by student, faculty, or community groups, beyond the faculty member's primary area of responsibility.

c. Membership in professional organizations, attendance at professional meetings, conventions, conferences, workshops, institutes, etc., and/or active participation therein.

d. Community service in organizations outside the University and/or outside the profession which enhances the image of the University.

e. Professional consulting activities.

f. Participation in University governance, administration, and/or public relations.

4. **Tenure.** A candidate for tenure must have realized substantial achievement in librarianship and also in some areas of scholarship and service. Paramount importance is always given to effective performance of one's duties

as a librarian. Tenure shall be granted to those faculty members whose professional characteristics indicate they will continue to serve with distinction in their appointed roles. Tenure considerations must take into account the mission of the particular unit and the individual librarian's contribution to that particular unit. A candidate for tenure should excel in performance and be satisfactory in professional development, research and creative achievement and in professional service.

a. The basic document that will be used for all tenure deliberations is the Faculty Activities Report.

b. An individual appointed as a librarian for full-time service shall have library tenure after a probationary period of not more than 7 years. During the period of probationary appointment the librarian shall receive an annual review of professional performance. This evaluation serves to permit careful deliberation about the faculty member's qualifications, achievement, and performance in relation to stated missions, purposes, and needs of the Library and the University.

c. The process of implementation shall follow the procedures outlined in the Faculty Handbook.

5. **Promotion.** Promotion shall be based upon the faculty member's high standards of performance and contributions in all areas of faculty activities -librarianship, teaching, research or creative achievement, professional and University service. The basic quality which must be evident is the ability to perform at a high professional level in areas which contribute to the achievement of the goals of the University Library and to the educational, research and service mission of the University. The same criteria utilized in tenure considerations will be followed in the evaluations for promotion in rank.

a. The basic document that will be used for promotion deliberations is the Faculty Activities Report.

b. Determination of the adequacy and excellence of professional service and performance and of University service will be made by annual evaluations.

c. The process of implementation shall follow the procedures outlined in the Faculty Handbook.

The following statement on the terminal professional degree for academic librarians was approved as policy by the Board of Directors of the Association of College and Research Libraries on January 23, 1975, and is accepted as the policy of the Cullom-Davis Library:

> "The master's degree in library science from a library school accredited by the American Library Association is the appropriate terminal professional degree for academic librarians."

Document prepared by Bonnie Turner and Ellen Watson

Reviewed and adopted by Library Faculty 10/88
Reviewed and accepted by the Associate Provost for Information Technologies and Resources 11/88
Accepted by the Provost 12/19/88